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Chicago, Ill. 60604

General Information: (312) 353-1880

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Media Contact: Ronald M. Guzikki

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(312) 353-1138

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National Compensation Survey Reports Occupational Wages for the Bloomington, IN Metropolitan Area

Workers in the Bloomington, IN Metropolitan Statistical Area (MSA) averaged \$14.24 per hour during July 1998 according to the National Compensation Survey released by the U. S. Department of Labor's Bureau of Labor Statistics. According to Regional Commissioner Peter J. Hebein, white-collar workers had the highest average wage at \$17.24 per hour and accounted for 54 percent of the workers studied. Blue-collar workers averaged \$12.55 per hour and represented 26 percent of the workers, while the remaining 20 percent worked in service occupations and earned \$7.99 per hour.

The National Compensation Survey (NCS) presents straight-time earnings for all occupations in establishments with 50 or more employees in private industry and state and local government, but excludes those in agricultural establishments, private households, self-employed and the federal government. This survey covered 153 establishments representing 31,284 workers within the Bloomington, IN metropolitan statistics area (MSA). The National Compensation Survey provides broader coverage of occupations and establishments within the survey area than did previous salary studies and will eventually integrate three separate surveys of wages and benefits into a single comprehensive compensation program.

Average hourly wages were published for 18 detailed occupations. Among white-collar workers, teachers except college and university, averaged \$20.92, secretaries averaged \$10.95, and cashiers \$6.03 per hour. Among the blue-collar occupations, stock handlers and baggers earned \$7.68 per hour. Finally, service workers included janitors and cleaners at \$9.18 per hour (see table A-1.)

Private industry workers in Bloomington earned \$12.67 and accounted for 67 percent of the workers studied. State and local government workers made-up the remainder and averaged \$17.55 (see table A-2). Wage data are also available by selected characteristics such as full/part-time status, union/nonunion status, and establishment size. Overall, wages for full-time workers averaged \$14.92 per hour, compared to \$7.16 per hour for part-time workers. Surveyed union workers had an average hourly rate of \$14.72, and their nonunion counterparts averaged \$14.10.

Employees averaged \$11.98 in establishments with 100-499 workers, and in establishments with 500 workers or more, average pay was \$14.21 per hour (see tables C-1 and C-3). Subject to publication criteria, average rates of pay are also available for occupations based on knowledge, skill, independent judgment, supervision received and other factors required for the job. Survey findings are used by business, labor, academicians, and state and local government officials in wage and salary administration, collective bargaining negotiations, business relocation planning, and occupational counseling.

Survey Availability Information

Complete published results of the July 1998 National Compensation Survey, Bloomington, IN, MSA are available on the Internet as Adobe Page Definition Files (PDF) and as text files (tables only) through the National Compensation Survey home page at: <http://stats.bls.gov/comhome.htm>

Survey results are also available from the Bureau's automated fax-on-demand service in Chicago at (312) 353-1880, menu option 1. Using a touch-tone telephone, up to four documents at a time can be ordered and faxed to you within minutes 24-hours a day.

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Printed copies of the July 1998 National Compensation Survey for the Bloomington, IN Metropolitan Statistical Area, Bulletin 3095-13 are available for \$4.00 (postpaid) from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, IL 60690. Pre-payment is required. Orders using a credit card (MasterCard, Visa or Discover/NOVUS) or GPO Deposit Account may be placed by telephone between 8:00 AM and 3:00 PM Central Time at (312) 353-1880.

Table A-1. Hourly earnings¹ for selected occupations, all workers², all industries, Bloomington, IN, July 1998

Occupation ³	All industries					
	Mean	Percentiles				
		10	25	Median 50	75	90
All occupations	\$14.24	\$6.69	\$8.73	\$11.98	\$16.45	\$25.18
All occupations excluding sales	14.49	6.95	9.02	12.25	16.75	26.11
White-collar occupations	17.24	7.60	10.25	15.11	21.11	30.65
White-collar occupations excluding sales	17.98	8.53	10.88	15.30	21.68	30.99
Professional specialty and technical occupations	21.99	10.16	14.28	19.62	29.02	37.25
Professional specialty occupations	25.61	10.03	17.50	25.70	30.96	41.86
Engineers, architects, and surveyors	—	—	—	—	—	—
Health related occupations	28.44	15.30	17.12	21.52	44.36	46.63
Teachers, college and university	—	—	—	—	—	—
Teachers, except college and university	20.92	8.33	8.33	21.87	31.04	32.36
Social, recreation, and religious workers	—	—	—	—	—	—
Writers, authors, entertainers, athletes, and professionals, N.E.C.	—	—	—	—	—	—
Technical occupations	13.96	10.36	11.75	15.11	15.11	16.75
Executive, administrative, and managerial occupations ...	22.79	16.91	18.05	20.00	25.50	33.29
Executives, administrators, and managers	25.04	20.00	20.00	21.50	28.41	40.06
Managers and administrators, N.E.C.	23.68	20.00	20.00	20.00	27.24	30.99
Management related occupations	17.51	14.33	16.91	17.67	18.16	18.28
Sales occupations	8.37	5.25	5.55	6.59	8.77	15.00
Sales workers, other commodities	7.29	5.25	6.00	7.21	7.77	9.00
Cashiers	6.03	5.15	5.25	5.55	6.00	6.85
Administrative support occupations, including clerical	11.41	7.24	9.28	10.86	13.32	16.27
Secretaries	10.95	9.52	9.95	10.88	11.54	12.49
Administrative support occupations, N.E.C.	10.52	8.00	9.57	10.06	11.00	13.93
Blue-collar occupations	12.55	7.02	9.30	12.93	15.74	16.72
Precision production, craft, and repair occupations	15.60	10.30	14.89	16.17	16.18	20.03
Machine operators, assemblers, and inspectors	—	—	—	—	—	—
Transportation and material moving occupations	11.09	9.00	9.46	10.34	12.32	15.50
Handlers, equipment cleaners, helpers, and laborers	10.44	6.00	6.66	9.10	14.16	16.83
Stock handlers and baggers	7.68	5.65	6.25	7.15	9.10	10.50
Laborers except construction, N.E.C.	8.19	5.56	5.56	6.95	10.91	12.02
Service occupations	7.99	2.13	6.00	8.40	9.93	11.62
Protective service occupations	12.09	10.20	10.81	11.85	13.64	13.72
Food service occupations	5.27	2.13	2.13	5.60	6.89	8.99
Waiters and waitresses	2.13	2.13	2.13	2.13	2.13	2.13
Cooks	6.95	5.60	6.00	6.25	7.57	9.40
Food preparation occupations, N.E.C.	7.24	5.50	5.75	6.13	7.94	9.97
Health service occupations	8.30	7.50	8.12	8.40	8.40	8.75
Cleaning and building service occupations	9.18	6.25	8.00	9.89	10.00	10.40
Janitors and cleaners	9.18	6.25	8.00	9.89	10.00	10.40
Personal service occupations	7.24	5.55	6.00	7.30	8.13	9.16

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one

establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table A-2. Hourly earnings¹ for selected occupations, all workers², private industry and State and local government, Bloomington, IN, July 1998

Occupation ³	Private industry						State and local government					
	Mean	Percentiles					Mean	Percentiles				
		10	25	Median 50	75	90		10	25	Median 50	75	90
All occupations	\$12.67	\$6.10	\$7.90	\$11.09	\$15.74	\$20.03	\$17.55	\$9.44	\$10.44	\$13.72	\$20.06	\$31.08
All occupations excluding sales	12.94	6.50	8.23	11.58	15.93	20.31	17.55	9.44	10.44	13.72	20.06	31.08
White-collar occupations	15.23	7.10	9.52	14.79	18.85	26.07	20.40	9.52	11.08	15.95	29.02	39.73
White-collar occupations excluding sales	16.22	8.30	10.36	15.11	20.00	27.24	20.40	9.52	11.08	15.95	29.02	39.73
Professional specialty and technical occupations	17.42	10.06	12.92	15.11	20.60	28.47	27.32	10.88	19.34	28.87	33.16	44.65
Professional specialty occupations	20.12	9.61	14.65	19.63	26.07	29.33	29.38	13.00	23.14	29.02	34.53	45.52
Engineers, architects, and surveyors	-	-	-	-	-	-	-	-	-	-	-	-
Health related occupations	-	-	-	-	-	-	-	-	-	-	-	-
Teachers, college and university	-	-	-	-	-	-	-	-	-	-	-	-
Teachers, except college and university	-	-	-	-	-	-	-	-	-	-	-	-
Social, recreation, and religious workers	-	-	-	-	-	-	-	-	-	-	-	-
Writers, authors, entertainers, athletes, and professionals, N.E.C.	-	-	-	-	-	-	-	-	-	-	-	-
Technical occupations	14.47	10.36	12.11	15.11	15.11	17.82	-	-	-	-	-	-
Executive, administrative, and managerial occupations	24.17	15.87	20.00	20.00	28.32	34.71	-	-	-	-	-	-
Executives, administrators, and managers	24.91	20.00	20.00	21.50	28.41	34.71	-	-	-	-	-	-
Managers and administrators, N.E.C.	23.86	20.00	20.00	20.00	27.24	30.99	-	-	-	-	-	-
Management related occupations	17.29	13.80	13.96	14.58	21.39	24.70	-	-	-	-	-	-
Sales occupations	8.37	5.25	5.55	6.59	8.77	15.00	-	-	-	-	-	-
Sales workers, other commodities	7.29	5.25	6.00	7.21	7.77	9.00	-	-	-	-	-	-
Cashiers	6.03	5.15	5.25	5.55	6.00	6.85	-	-	-	-	-	-
Administrative support occupations, including clerical	11.27	7.23	8.32	10.29	13.59	16.97	11.59	8.57	10.06	11.11	12.87	15.95
Blue-collar occupations	12.16	6.92	8.80	11.90	14.89	17.09	14.29	10.21	12.32	16.17	16.18	16.18
Precision production, craft, and repair occupations	15.53	9.64	13.39	14.89	17.94	23.34	-	-	-	-	-	-
Machine operators, assemblers, and inspectors	-	-	-	-	-	-	-	-	-	-	-	-
Transportation and material moving occupations	-	-	-	-	-	-	-	-	-	-	-	-
Handlers, equipment cleaners, helpers, and laborers	10.28	6.02	6.66	7.83	15.67	17.42	-	-	-	-	-	-
Stock handlers and baggers	7.68	5.65	6.25	7.15	9.10	10.50	-	-	-	-	-	-
Service occupations	6.69	2.13	5.70	7.17	8.40	9.00	10.59	9.17	9.80	10.22	11.82	13.64
Protective service occupations	-	-	-	-	-	-	12.09	10.20	10.81	11.85	13.64	13.72
Food service occupations	5.10	2.13	2.13	5.50	6.50	8.01	-	-	-	-	-	-
Waiters and waitresses	2.13	2.13	2.13	2.13	2.13	2.13	-	-	-	-	-	-
Cooks	6.13	5.35	5.80	6.00	6.25	7.00	-	-	-	-	-	-
Food preparation occupations, N.E.C.	7.24	5.50	5.75	6.13	7.94	9.97	-	-	-	-	-	-
Health service occupations	8.30	7.50	8.12	8.40	8.40	8.75	-	-	-	-	-	-
Cleaning and building service occupations	7.64	5.75	6.25	7.28	8.55	10.00	-	-	-	-	-	-
Janitors and cleaners	7.64	5.75	6.25	7.28	8.55	10.00	-	-	-	-	-	-
Personal service occupations	7.46	5.75	6.00	7.84	8.47	9.36	-	-	-	-	-	-

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours. The 10th, 25th, 50th, 75th and 90th percentiles designate position in the earnings distribution. At the 50th percentile, the median, half of the workers receive the same as or more than the rate shown, and half receive the same as or less than the rate shown. At the 25th percentile, one-fourth of the workers earn the same as or less than the rate shown. At the 75th percentile, one-fourth earn the same as or more than the rate shown. The 10th and 90th percentiles follow the same logic.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in

another firm, where a 40-hour week is the minimum full-time schedule.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. Individual occupations are classified into one of nine major occupational groups.

NOTE: Dashes indicate that no data were reported or that data did not meet publication criteria. Overall occupational groups and occupational levels may include data for categories not shown separately. N.E.C. means "not elsewhere classified."

NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-1. Mean hourly earnings¹ by occupational group and selected characteristics, all industries, Bloomington, IN, July 1998

Occupational group ²	Full-time workers ³	Part-time workers ³	Union ⁴	Nonunion ⁴	Time ⁵	Incentive ⁵
All occupations	\$14.92	\$7.16	\$14.72	\$14.10	\$14.77	—
All occupations excluding sales	15.06	7.42	14.76	14.41	15.05	—
White-collar occupations	17.85	9.53	16.00	17.54	17.75	—
White-collar excluding sales	18.27	11.98	16.10	18.47	18.48	—
Professional specialty and technical occupations	22.37	15.08	20.21	22.44	21.99	—
Professional specialty occupations	25.88	17.55	27.24	25.40	25.61	—
Technical occupations	14.04	—	—	12.67	13.96	—
Executive, administrative, and managerial occupations ...	22.83	—	—	22.79	22.80	—
Sales occupations	9.90	5.99	—	8.35	7.91	\$10.52
Administrative support including clerical occupations	11.60	8.11	12.49	10.98	11.50	—
Blue-collar occupations	12.71	6.13	15.03	11.65	13.35	—
Precision production, craft, and repair occupations	15.60	—	16.66	14.93	15.60	—
Machine operators, assemblers, and inspectors	—	—	—	—	12.77	—
Transportation and material moving occupations	11.25	—	—	10.83	11.09	—
Handlers, equipment cleaners, helpers, and laborers	11.16	6.18	12.85	8.94	10.44	—
Service occupations	8.87	5.17	10.80	7.19	7.94	—

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³ Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

⁴ Union workers are those whose wages are determined through collective bargaining.

⁵ Time workers' wages are based solely on an hourly rate or salary;

incentive workers are those whose wages are at least partially based on productivity payments such as piece rates, commissions, and production bonuses.

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NOTE: Individual and average wage rates were collected in this update survey. A procedure was put into place to "move" the positional statistics where averages were collected. This procedure compares current locality survey data—at the quote level—with the same quote from the prior survey. Individual rates from the prior survey are moved by the average change in mean wages for the occupation.

Table C-3. Mean hourly earnings¹ by occupational group and establishment employment size, private industry, all workers², Bloomington, IN, July 1998

Occupational group ³	All private industry workers	50 - 99 workers	100 workers or more		
			Total	100 - 499 workers	500 workers or more
All occupations	\$12.67	\$10.89	\$13.25	\$11.98	\$14.21
All occupations excluding sales	12.94	11.11	13.54	12.52	14.21
White-collar occupations	15.23	16.19	15.03	12.52	16.79
White-collar excluding sales	16.22	18.11	15.85	14.01	16.79
Professional specialty and technical occupations	17.42	15.51	17.76	13.05	—
Professional specialty occupations	20.12	—	20.24	—	—
Technical occupations	14.47	14.86	14.34	11.42	—
Executive, administrative, and managerial occupations ...	24.17	28.65	22.35	24.83	—
Sales occupations	8.37	—	8.60	8.60	—
Administrative support, including clerical occupations	11.27	10.45	11.38	9.97	12.36
Blue-collar occupations	12.16	13.92	11.88	12.24	—
Precision production, craft, and repair occupations	15.53	19.53	14.27	13.99	—
Machine operators, assemblers, and inspectors	—	—	—	12.47	—
Transportation and material moving occupations	—	—	—	—	—
Handlers, equipment cleaners, helpers, and laborers	10.28	—	10.85	10.85	—
Service occupations	6.69	5.91	8.20	8.10	—

¹ Earnings are the straight-time hourly wages or salaries paid to employees. They include incentive pay, cost-of-living adjustments, and hazard pay. Excluded are premium pay for overtime, vacations, holidays, nonproduction bonuses, and tips. The mean is computed by totaling the pay of all workers and dividing by the number of workers, weighted by hours.

² All workers include full-time and part-time workers. Employees are classified as working either a full-time or a part-time schedule based on the definition used by each establishment. Therefore, a worker with a 35-hour-per-week schedule might be considered a full-time employee in one establishment, but classified as part-time in another firm, where a 40-hour week is the minimum full-time schedule.

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